

Gender Pay Report

2018



Gender Pay Gap Report

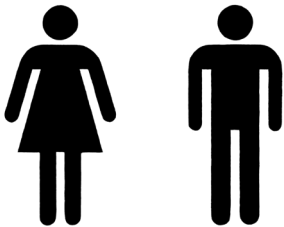
As at April 2018

Northampton Partnership Homes employs over 250 staff, managing around 11700 homes across Northampton. We welcome this opportunity to demonstrate our commitment to equal pay for all.

This Gender Pay Gap Report is based on data as at 5 April 2018.

Our data:

Hourly rates of pay



	People	Mean Pay (hourly rate)	Median Pay (hourly rate)
Male	143	£16.14	£15.19
Female	109	£15.30	£15.19

Mean and Median Gender Pay Gaps:

Our Mean Gender Pay Gap is 5.2%.

This means NPH's male employees are paid on average 5.2% higher than females.

The mean is calculated by adding all the hourly rates of pay and dividing them by the number of staff. The mean gender pay gap is the difference between the mean hourly rate of pay for full-pay relevant male employees and that of female full-pay relevant employees.

The result for NPH shows a very small pay gap compared to the national mean gender pay gap of 17.1%.

Our Median Gender Pay Gap is 0.0%.

This means NPH's employees, whether male or female, are paid the same on average.

The median is calculated by arranging all hourly rates of pay in order from the highest to the lowest and selecting the middle value. The median gender pay gap is the difference between the median hourly rate of pay for full-pay relevant male employees and that of female full-pay relevant employees.

The result for NPH shows no pay gap compared to the national median gender pay gap of 17.9%.

Bonuses

Northampton Partnership Homes do not pay bonuses.

Pay Bands

Quartile	Number of Males	Number of Females	Total Number of Employees	Proportion of Male %	Proportion of Female %
Upper	42	21	63	66.7	33.3
Upper Middle	27	35	62	43.6	56.4
Lower Middle	38	25	63	60.3	39.7
Lower	35	27	62	56.4	43.6

More about Northampton Partnership Homes and our gender pay gap report

The split between male and female employees across the Upper Middle and Lower quartile pay bands show an almost equal split.

The Lower Middle quartile shows a higher proportion of males. The Lower Middle quartile includes a majority of our Property Maintenance Trade Workers. Our Trade Workers are all male and we are looking at ways to attract more females into these roles.

The movement in the Upper quartile is the result of a Senior Management restructure. The new Senior Management team is made up of 45% female and 55% male. We expect this to reduce the gender pay gap further.

The low gender pay gap at Northampton Partnership Homes demonstrates our commitment to equal pay. We will be clear and transparent about our gender pay gap with our employees, Board, tenants, partners, and our communities.

The data in this report is accurate and in line with mandatory reporting regulations.



Mike Kay, Chief Executive